

ATTACHMENT 4: CAREER PLANNING DIAGRAM

Suspense: 10 Dec 03

as of 12 Sep 03

INSTRUCTIONS FOR COMPLETING CAREER PLANNING DIAGRAM AND FORCE DEVELOPMENT MATRIX

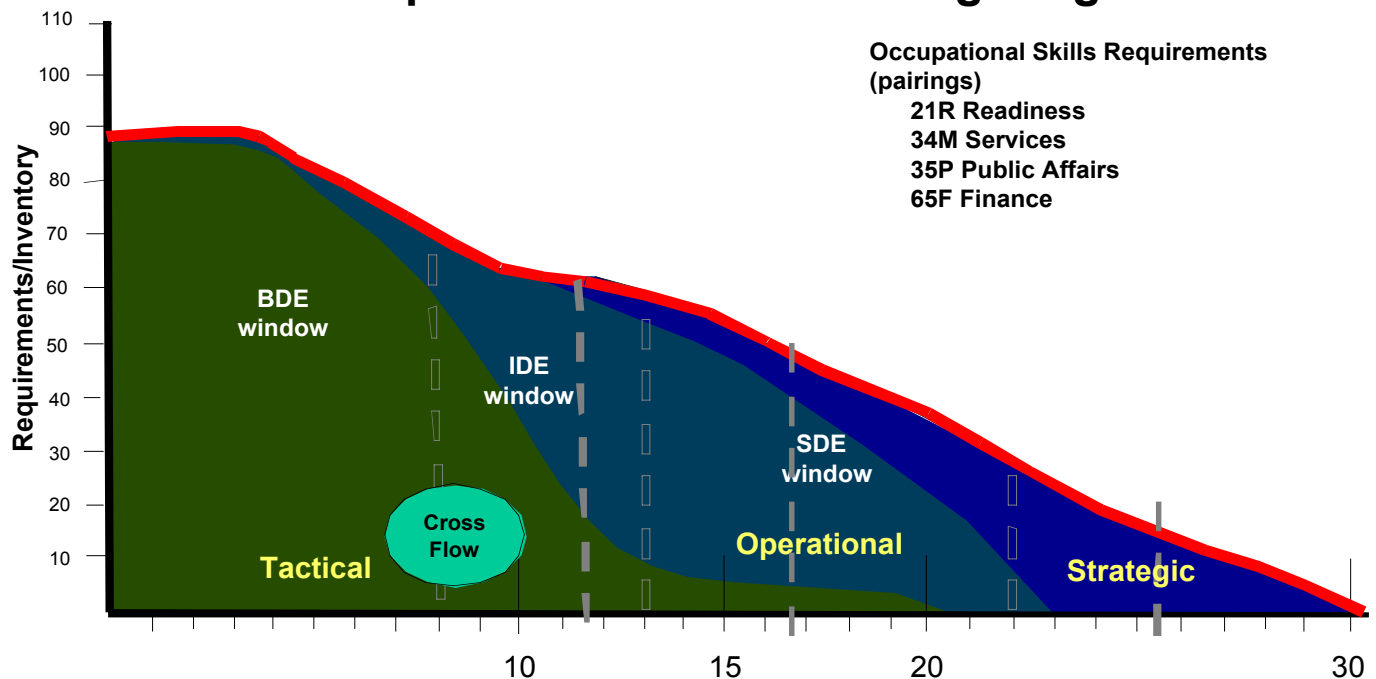
- The first proposal for review and adaptation is the transformation of the career field pyramid into what is called a Career Planning Diagram (CPD). This new diagram has been developed to better capture an officer's career path and at the same time allow career field managers to overlay officer inventory and requirements structure for more efficient management of career field dynamics. It represents the three doctrinal development levels: tactical, operational, and strategic and the jobs included at each level. Please review this document and map out your career field in the same manner. The information below explains the CPD and the philosophy behind its implementation. You will also need to evaluate your career field jobs and determine your occupational skill requirements (pairings), see atch 7. When stoodup, FDSO will maintain the CPD with CFM input and approval.
- The Career Planning Diagram (CPD) is a diagram that is aligned with career field inventory and requirement structures and is used by functional managers to identify assignment timelines. It provides a picture of professional development throughout an individual's career. This template provides a construct for all officers and is expanded in detail for each Air Force specialty
 - Common to all career fields are development opportunities at the tactical, operational, and strategic levels. Officers will establish a solid grounding at the tactical level in their primary career field. Officers can choose to remain at the tactical level providing depth of expertise in a particular field or progress into positions with increasing levels of responsibility and leadership opportunities at the operational and strategic levels. While there is no "set path" to senior leadership, remaining at the tactical level may limit an officer's advancement opportunities
 - Instructor opportunities are available at each level of development. All officers are expected to perform instructor duties at some point in their career
 - Developmental education opportunities are available at each level. It includes both professional military education and career field specific education designed to develop officers either within their career field, or to prepare them for an assignment outside of their core career field. Atch 8 is a list educational experiences
 - Specific occupational skill requirements (pairings) have been identified for each specialty, see atch 7. Developmental assignment opportunities will enable field grade officers (primarily) to gain experience outside their primary specialty. While developmental assignments may occur at the company grade officer level, the focus at this level should be in building depth in the primary specialty. Also see atch 9 for list of DIDs

Use the following instructions for developing the CPD:

1. Review draft Air Force Instruction (AFI)
2. Familiarize yourself with the Force Development definitions contained in the AFI
3. Format Guidance: Template available on AF/DP Force Development Webpage
4. Using the example CPD as a guide, complete the following on the Career Planning Matrix; it will be used to construct the Career Planning Diagram
 - a) Core assignments: representative assignments available at each developmental level; also identify for each job, any pre-requisites or likely lead-in jobs and likely follow-ons. If a job is a prerequisite, indicate in parentheses below that duty
 - b) Core experiences: this is duty not associated with assignment, such as exercise planner, AOC crew member, PERSCO team member, etc. that all officers within core AFSC should have at that developmental level

- c) Most desirable education opportunities at each developmental level (education); list of currently approved education experiences atch 8. If necessary, please list any additional education experiences you want considered for approval
- d) Training opportunities (formal training) at each developmental level
- e) Developmental Assignments/Developmental Identification (DID), can result from assignment outside of core AFSC, however, there are instances where an officer will gain developmental experience while assigned to duties in their core AFSC
5. Coordinate with AFPOA and, when stood up, AFPC/FDSO to verify sustainment data for your career field and any specialized data.
 - a) Align requirement/Inventory line on CPD
 - b) Determine and plot requirements that fall within each of the three levels of development
6. Populate areas directly below CPD with specific examples of core assignments
7. Populate assignments areas with specific Instructor Duties for key officer development
8. Populate area directly below CPD with specific examples of Developmental Education at all levels. See atch 8 for list of BDE, IDE, and SDE
9. List Pairings (DIDs) to the right of CPD. See Atch 7 for list of occupational skill requirements and Atch 9 for list of DIDs

Example: 36P Career Planning Diagram



| | |
|--|------------|
| Section Commander | (1-6yrs) |
| Section Chief | (1-6yrs) |
| Education & Training | (1-10yrs) |
| Manpower Officer | (1-6yrs) |
| Instructor Duties | (3+ yrs) |
| Dev Assignments | (3+ yrs) |
| Mil Equal Opportunity | (4-8yrs) |
| Chief, Manpower | (8-12yrs) |
| Chief, MPF | (8-12yrs) |
| Staff Officer | (6+ yrs) |
| (NAF, Air Staff) | |
| Joint/OSD | (10+ yrs) |
| Squadron Command | (14-20yrs) |
| Wing CC | |
| Note: some duties may require prerequisite jobs | |

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| Education Windows | |
|--|--|
| BDE -- Basic Developmental Education | |
| AFIT | |
| ASBC | |
| SOS | |
| AFIP | |
| IDE -- Intermediate Developmental Education | |
| ACSC | |
| JMIC | |
| Advanced Academic Degree (AAD) | |
| SDE -- Strategic Developmental Education | |
| AWC | |

| | a) Core Assignments | b) Core Experiences | c) Education | d) Training | e) Developmental Assignments/DID |
|--------------------|--|--|-----------------------------|--|---|
| Tactical | Section Commander Section Chief Education & Training Manpower Officer Instructor Duties Dev Assignments Mil Equal Opportunity Chief, Manpower Chief, MPF | PERSCO Readiness Casualty READY | AFIT AFIP SOS ASBC | Basic Personnel Officer's Course MPF/CC Course PERSCO MEO AIS | 21R Readiness 34M Services 35P Public Affairs 65F Finance |
| Operational | Staff Officer (NAF, Air Staff) Joint/OSD Squadron Command Group Command | PERSCO Readiness Staff Command | IDE/AAD IDE JPME II | Sq/CC Courses PERSCO MSG/CC Courses | 21R 34M 35P 65F |
| Strategic | Staff Officer Joint/OSD Wing Command | Staff Command | SDE JPME II | Wing/CC Courses | |
| | | | | | |

Note: Developmental Assignment, usually outside of core AFSC, however there are instances where you will gain developmental experience while assigned within core AFSC (DID)

Using the example CPD as a guide, complete the following on the Career Planning Matrix; it will be used to construct the Career Planning Diagram

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